

Congress of the United States
Washington, DC 20515

May 4, 2023

The Honorable Jennifer A. Abruzzo
General Counsel
National Labor Relations Board
1015 Half Street, S.E.
Washington, D.C. 20570

Dear General Counsel Abruzzo,

We are writing to you out of concern about the recent allegations at Apple Retail stores in Kansas City, Missouri and Houston, Texas, as we understand that recent unfair labor practice (ULP) charges allege that Apple retail workers were fired and faced intimidation on the job for exercising their right to organize.

At the Country Club Plaza store in Kansas City, workers report being disciplined and fired for union activity, under the guise of tardiness. It is reported that one worker involved in the organizing campaign was punished for being an average of 1 minute late for their shift. Later the worker along with four other employees were fired for attendance related reasons, when prior to the start of the union drive, it was “uncommon for anyone to be terminated for violating attendance policy.”¹ Similarly in Houston, at the Memorial City store, workers report being interrogated about their support for the union and threatened to worsen working conditions if employees continued to organize. Both ULPs charge management with holding captive audience meetings and promising to improve conditions if workers chose not to organize.²

As you are aware, under the National Labor Relations Act (NLRA), employees are guaranteed the right to organize and bargain collectively free from interference, intimidation and coercion from their employers. The NLRB already found Apple infringed upon worker rights earlier this year, and we are concerned about this recurring pattern.³ We respectfully request the NLRB thoroughly investigate these serious allegations.

¹ Washington Post, *Apple illegally fired 6 labor activist, union says*, March 28, 2023, <https://www.washingtonpost.com/technology/2023/03/28/apple-union-firings/>

² <https://cwa-union.org/news/releases/apple-fires-workers-escalation-illegal-anti-union-intimidation-campaign>

³ New York Times, *Apple's Secrecy Violated Workers Rights, NLRB Finds*, January 31, 2023, <https://www.nytimes.com/2023/01/31/technology/apple-workers-rights.html>

Thank you for your attention to this matter.

Sincerely,

A handwritten signature in blue ink, reading "Emanuel Cleaver, II". The signature is stylized with a large, circular "E" and a long, horizontal stroke at the end.

Emanuel Cleaver, II
Member of Congress

A handwritten signature in blue ink, reading "Sylvia Garcia". The signature is written in a cursive style with a large "S" and a long, horizontal stroke at the end.

Sylvia Garcia
Member of Congress